



## WPA Benefits Summary

MEDICAL		DENTAL	OTHER
Employer paid portion of Medical/Dental: 95%		Employee paid portion of Medical/Dental: 5%	
Regence Copay A w/ Vision Deductible: \$250 Single; \$750 Family; Eligible 1 <sup>st</sup> after date of hire (1st=1st)	Delta Dental	Flexible Spending Account (FSA)	
	Kaiser Dental	Employee Assistance Program (EAP)	
Kaiser Copay B with Vision Out-of-Pocket: \$1500 Single; \$3000 Family; Eligible 1 <sup>st</sup> after date of hire (1st=1st)	Willamette Dental	AFLAC through payroll deduction	
		Pet Insurance through payroll deduction	
LIFE INSURANCE/AD&D/LTD/STATUTORY LIFE			
City Sponsored Life Insurance Policy and AD&D Policy: In the value of one year of employee's salary			
City Sponsored Long Term Disability (LTD) Policy: In the value of 66.67% of monthly pay up to \$8,000			
Policies Effective: 1 <sup>st</sup> after date of hire			
City Sponsored Statutory Life Policy: \$10,000      Policy Effective: Date of hire			
Supplemental Employee/Spouse/Dependent: Voluntary, amount is designated by employee			
Effective: New hire- 1 <sup>st</sup> after date of hire      Current Employee-Apply during open enrollment, January 1 effective			
RETIREMENT PROGRAMS			
Public Employees Retirement System (PERS): City picks up employee's 6% contribution; new hires are PERS eligible after working 600 hours in a 1-year period			
Deferred Compensation: 457 plan administered by ICMA-RC			
Eligible: Employee may sign up to contribute at any time      Effective: 1 <sup>st</sup> of month after employee signs up for plan			
PAID VACATION*		OTHER LEAVES	
Length of Service	Days Per Year (8 hour days)	Police Holiday Pay: 8-hour Shifts: Earn 19.5 days each year 12-hour Shifts: Earn 22.5 days each year	
0-59 Months	12 days		
60-119 Months	16.5 days		
120-179 Months	19.5 days	Paid Bereavement Leave: Up to 5 days of bereavement leave for qualifying employees; additional unpaid/paid available through OFLA.	
180-239 Months	21 days		
240-299 Months	24 days		
300 + Months	25.5 days	Paid Jury Duty Leave: For qualifying employees when they are called for jury duty or subpoenaed to appear as a witness.	
*Available for use after 180 days			
		Paid Sick Leave: 96 hours annually, accruing equally in 26 pay periods. Available for use after first 90 days of employment.	
ADDITIONAL CITY BENEFITS			
Commuter Benefits: With City badge, free ridership on Woodburn Transit Fixed Route; on-site bike racks at select City locations.			
Wellness Benefits: Free employee access to pool, exercise room, and classes at Woodburn Aquatic Center.			